

Merger Mania



*Chris Beebe
MEC Chairman*

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It has been about two months since the proposed UAL-US Airways merger announcement. Since then there has been much activity surrounding our airline. As a result, US Airways and, to an extent, the pilot group, has been placed in the public eye. And it has no signs of abating. For the foreseeable future, at least, the proposed UAL-AAA transaction will occupy the forefront of our thoughts—that’s a given. Still, there are and will continue to be significant developments that will affect us individually and as a group—both at the MEC and the National level. The trick will be in balancing our involvement in the merger process while giving our regular ALPA business (safety, grievances, training, etc.), the priority it requires.

So, what can you do during this time? The best course would be to stay on top of what’s happening. The MEC is using many different vehicles to communicate with you: letters from the Merger Committee and myself, LEC newsletters, the website at www.usairwayspilots.org, the MEC Code-a-Phone, and of course, the *US AIRWAVES*. You will likely see an enormous amount of information in the press, on the news, and on the Internet—not to mention what you will be hearing from your fellow pilots, employees, and anyone else choosing to put their own two cents in. The MEC, myself, the Merger Committee, and the Communications Committee will be here to provide you with accurate, timely information pertaining to the interests of our pilot group.

Always remember that there are many people who neither understand, nor are aware of, ALPA Merger Policy and our 1998 Working Agreement. The protections contained within both of these, and other, documents will be used to

construct a seniority integration if the merger does indeed take place. We are an experienced pilot group that has been through this many times before, and we should not lose sight of what we can gain during this time of merger mania: a stronger, more unified group that knows how to pull together when things get “interesting.” This requires your attention, support, and commitment.

At the second quarter meeting, the MEC elected three pilots as representatives for your Merger Committee: Todd Cardoza, Mike Cleary, and Randy Mowrey. Together, they have over 15 years of ALPA experience serving as MEC Committee Chairmen, members and/or LEC representatives. Rather than give you an overview of their expected activities, I will leave it to them to bring you up to date. They have already sent you a letter from the Merger Committee that describes their responsibilities and offers advice about how you can stay informed. They will be communicating with you regularly. I was pleased to see so many pilots—a total of 23, in fact—interview for the three representative positions on the Merger Committee. It was evident that all of the pilots who presented themselves to the MEC for consideration were willing to devote the tremendous amount of time and commitment in the next year or two to work on the analysis, development, and pursuit of our position.

With the ramping up of the Merger Committee and the heavy workload they will bear, the Merger Committee may also consider adding support positions to assist the committee. I will keep you updated as to any action the MEC and Merger Committee takes in regard to this matter.



By the way, the next MEC meeting will convene on July 19 for the purpose of receiving the first cut of an analysis being performed by the Merger and Negotiating Committees as to whether the AAA-UAL transaction is in the interest of US Airways pilots. As you know, the MEC has not yet taken a position on this issue, and the analysis will be one of the first steps in allowing that to happen.

In other merger related business, after interviewing several candidates as Merger Counsel, the MEC selected Dan Katz. Mr. Katz, a labor lawyer for the past 31 years, is a veteran of the US Airways Shuttle and Piedmont seniority processes and has many years of handling this important issue on our behalf.

As I've said in my letters to you, at this time the MEC and Merger Committee is gathering information and preparing for the proposed merger with UAL. No decision has been made as to what course of action to take. In keeping with the MEC's function of representing you and protecting and enhancing our collective career, their judgment will result in decisions based on your best interests. Also, be assured that staff and our advisors have been mobilized.

Meanwhile, there are many day-to-day issues at hand to be dealt with. The fact that United has made an offer for US Airways does

not mean that harmonization will stop. Neither will it resolve the current LAHSO situation with the FAA. And, just as before, the FAA will continue to propose new rules on crew rest, duty limits, and FOQA.

Also, since 1980, the ALPA Board of Directors by unanimous resolution has stated that the highest priority of ALPA is to bring the independent unions into ALPA. To that end, ALPA has been working closely with Continental's union, IACP, and is embarking on a huge organizing drive to bring Continental back into the fold. This is the right thing—and the noble thing—to do. AFL-CIO President John Sweeney has said that the return of the Continental pilots would be ALPA's ultimate victory over Frank Lorenzo.

These are complex and ongoing issues that must retain their priority within the scope of our work. Now more than ever, I will work to redouble my efforts and the efforts of your union to keep pace with all the myriad of items before us. And like never before, our success will depend on the credibility we demonstrate to you and the support you demonstrate for ALPA.



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